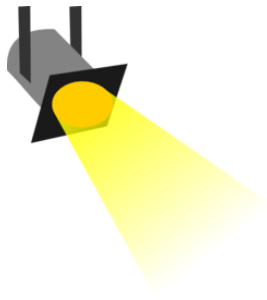


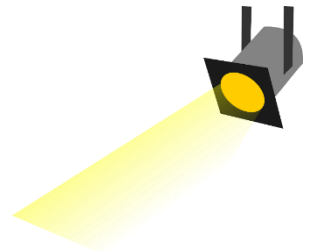


Fir Tree Junior School

'Learning and Growing Together'



Spotlight on values



What are Values?

Values are often defined as beliefs and or ideas that are important to someone and that guide their behaviours and actions.

At Fir Tree, there are a well-established set of school values which have been in place for a number of years. As with most schools, these values were selected by the school's governing body, who, along with the school staff, have the responsibility for promoting and upholding them. Those 6 values are: *respect, perseverance, tolerance, friendship, responsibility and courage.*

School staff work in a number of ways to promote values, including as part of their everyday interactions, during assemblies and in lessons.

A significant period of time has elapsed since these values were introduced. This, coupled with the changes planned to our school from September 2026, has prompted school leaders and governors to review the values outlined above.

Governors have already undertaken some valuable conversations around the values the school promote. This process was broadened when colleagues were asked to contribute, and will be broadened further when pupils are asked to offer their perspectives.

As parents and carers, we are very keen that you are involved in this process of shaping the direction of travel for our school as it enters a new and exciting phase. You are crucial partners of the school, and as such, you will, we hope, play a significant role in modelling the schools values and associated dispositions in your interactions with school colleagues, pupils and other families.

Ahead of this, we thought it might be helpful to provide you with some information on our current thinking.

There are a number of considerations when reviewing and establishing values in a school or any other organisation. These include:

- Values should be at the heart of operational and strategic decisions taken. This avoids a situation whereby they simply become laminated words on a wall.
- School governors and operational leaders need to collaborate with stakeholders (pupils, staff, families etc) in asking: what do we value? What is our identity? What are our deep-rooted beliefs? In doing so, we ensure that we do not impose the values of an unrepresentative group on the whole community
- It is important that we limit the number of values to ensure they are memorable and that they capture the essence of a community. Most schools limit their values to 6, which enables them to spend a half term (typically 6 or 7 weeks) focussing on an individual value, while building in opportunities to revisit the other 5 at planned intervals.
- Values should be clearly defined alongside a set of behaviours as opposed as phrasing them purely as abstract nouns. This helps to avoid the assumption that everyone knows the meaning of the values, when they in fact do not
- Opportunities to remind the community of its values, explore the values and to 'live them out' are planned for

We ask that you spend a short period of time reflecting on the six values which are most important to you and your family in your day to day lives. You are under no obligation to pick 'new' values – it may be that one or more of our current values align with yours.

We ask that you record these by clicking [here](#)

Before you do so, we ask that you make one contribution per family. There is no need to make a contribution for each child. As stated, children will get the opportunity to share their perspectives during school time. There is no need for you to put the values in order of preference.

Once this process is complete, school leaders and governors will review the information collected from all stakeholders (pupils, families, staff and governors) and then start to draw out the common themes and ideas.

We have included families of pupils currently due to transfer to Fir Tree in September 2025 in this process.

We thank you for your valuable support with this.

School Leaders and Governors